Imago Dei Christian Community
A Different Approach to Church Growth

Our Mission:

- To Proclaim, Demonstrate, and Celebrate God and His kingdom in order to bring glory to His name,
 - Manifest His kingdom purposes and values in concrete measures
 - Reconcile people to God, and to...
 - Transform His people into the image of Jesus Christ.

Core Values: Spirituality

- Intimacy with, and passion for our God
 - Becoming like Christ in purpose, character and actions, contemplative
 - Experiencing & ministering in fullness of Christ, including spiritual gifts
 - Priority of worship as God's Kingdom people

Core Values: Community

- Small groups that are safe, authentic, interdependent, incarnational
 - Embodying Christ to our world in concrete & partial measures
 - Prophetic Communally proclaiming, demonstrating and offering a radically different and "alternative" life
 - Equality, freedom and responsibility of all persons
 - "Priesthood of all believers" all have a voice and shared responsibility in building community, reaching the lost and redeeming the culture
 - Leadership is function, not status, leader/member interdependence

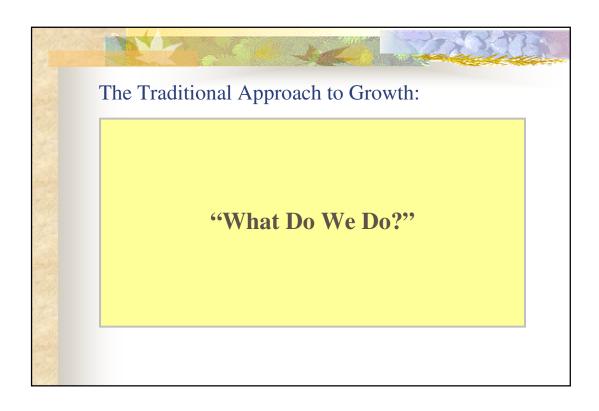
Core Values: Mission

- Through each member's sphere of influence and relationships
 - Centrality of worship in kingdom mission
 - Full mission Shalom, reconciliation, justice, righteousness, restoration
 - Toward the glory of God's name, the transformation and restoration of souls, the healing of persons, redemption of society and creation.
 - Multiplication of smaller churches, deep relationships, spiritual maturity

The Traditional Approach to Growth:

Since the church is growing, we need to figure out what to do.

The traditional question we ask...



The Traditional Approach to Growth: "What Do We Do?" Do we... Plant another church? Build up this church? Add more Pastors? Add more services on Sunday? All of the above?

The "What" Questions Leads To...

- Criteria: We plan and commit time and resources based on...
 - **Time frame** "By July of 2008"
 - **Number of people in congregation** "When we hit 100, we plant..."
 - **Training of Pastor(s)** "We're training him to be ready by..."
 - Funds "We'll add these costs as a line item in our budget"
 - Leadership support "If we agree on this, some of our leaders will need to commit to..."
 - **Location** "We've got to start looking in this area..."
 - **Volunteers** "We'll need people for Sunday school, child care, set-up, worship..."

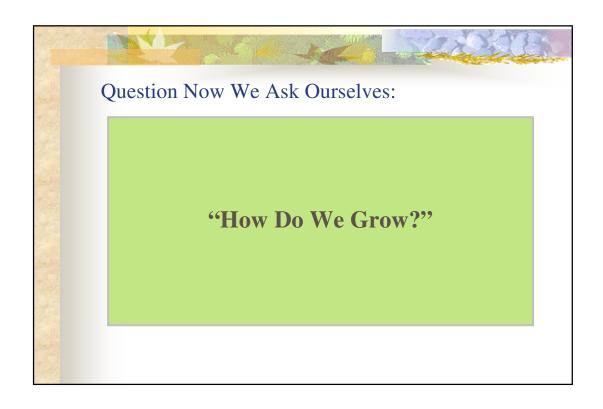
Focus and Attention On:

- Sunday Service(s) Both staff, congregation and measures
- **Finances** Ensuring that the congregation can accommodate a new church plant/Pastor/services
- **Volunteer Recruitment** We need more people to support the effort
- Setting Our "Own Timing" Based on schedule, finances, finding a location, training a Pastor, number of people in the congregation
- Pastor Dependence For preaching, leadership, training, teaching, counseling, administration, and support

A Different Approach to Growth:

- Traditional Approach (Reactive):
 - Since the church is growing, we need to figure out what to do.
- A Different Approach (Proactive):
 - Realize the church <u>will grow</u> and plan for growth through:
 - Becoming a community that lives out our mission
 - Building on our core values

The question we now ask is...



"How Do We Grow?"

How should our time, resources and energy be spent?

- More focused on our Sunday service?
- Toward the soul care groups that meet weekly?
- Both? Other?

"How Do We Grow?"

How should our finances be strategically placed?

• Community needs, growth of our soul care groups, toward training leadership or focused on our Sunday service?

"How Do We Grow?"

How do become more responsible communally for our Sunday service?

- Do the soul care groups take on more responsibility for the church service? (i.e. Rotating monthly in the different service areas).
- Do certain Sundays per year get designated towards outreach to the community?

"How Do We Grow?"

How does the Pastor's role look in this context?

- A prophetic voice?
- One who ensures that the vision and mission are being accomplished communally? (Inside & outside of IDCC)
- How can we become less dependent on the Pastor and more interdependent with one another?

Church Growth: Two Different Approaches

"What Do We Do?"

Do we:

- Plant another church?
- Build up this church?
- Add more Pastors?
- Add more services on Sunday?
- Do all of the above?

"How Do We Grow?"

- How should our time, energy and responsibility be spent?
- How should our finances be strategically placed?
- How do we grow more responsible communally for our Sunday Service?
- How does the Pastor's role look in this context?
- How can we become less dependent on the Pastor and more <u>interdependent</u> with one another?

"How" Questions Lead To...

- Sunday Service:
 - Experienced differently, equipping for soul care in a larger sense of the word to the outlying communities: family, work, neighbors, friends, marginalized, nonbelievers etc.
 - As the larger community of Imago Dei gathering together for the purpose of teaching, training, breaking bread, fellowship, prayer and praising God.

"How" Questions Lead To...

- Children and Youth Group:
 - Training our younger generations through our soul care groups who alternate monthly to do this.
 - Curriculum guidelines that meet our mission and core values, making it relevant to life for our children and youth on a daily basis.

"How" Questions Lead To...

- Community and Mission:
 - Listening to the needs of the communities and begin to meet them in a tangible way.
 - This can happen on a Sunday after church (like feeding the homeless) or in smaller ways, in our soul care groups planning to do something together in the community during the week.

"How" Questions Lead To...

Growth:

- Happens organically (springs forth) and in God's timing.
- A new church plant occurs when the new Pastor is fully trained & equipped with a group of mini-communities (*soul care groups*) that become the new congregation.
- Soul Care Groups are now equipped and trained to do ministry in each area on Sunday (*set-up*, *children's*, *hospitality*, *worship*, *take-down*).

We plan and commit time and resources based on the goal of equipping the entire community (the congregation) for church growth instead of basing growth on a set of criteria we've created.

Soul Care Groups:

- Building up the soul care groups into the "<u>mini communities</u>" that take on more responsibility of living out our core values in our communities, teaching and training them to:
 - Minister to one another's needs of the soul
 - Disciplining one another
 - Drawing us closer to God
 - Care, transformation, and restoration of our souls our own in the community
- Training leaders to be able to give spiritual direction and counsel.
- Interdependence, not dependence on one person.

Pastoral Role:

- **Prophetic voice** Being this voice to the community and also doing what it takes to keep that voice.
- Training leaders to care for the souls Spiritual direction, retreats, etc.
- Preaching on Sunday to further the mission and core values tangibly in our daily lives (i.e. not just on Sunday)
- Community relations and outreach In touch with the needs of the community and larger community of God (*Thailand, Homeless Ministry etc.*)

Pastoral Role:

- Intentional training of Associate Pastor(s) and Leaders (those training for ministry):
 - Formal training can be online etc.
 - Leading and/or overseeing a Soul Care Group
 - Staying under the guidance of the main Pastor
 - Steve becomes more of a mentor for Associate Pastor(s) and other key leaders

Administrator Role:

- Day-to-day needs of the Church and church community
 - Operations and coordination
 - Church Services, Facilities, Events, Volunteers, Community Needs, Programs (infants, children, youth)
 - Management of Programs
 - Youth, Children, Ministries, Missions
 - Coordination with Soul Care Groups
 - Sunday church volunteering, community outreach, weekly meetings
 - Ongoing administration:
 - Scheduling, correspondence, updating, communications

Implementer Role:

- Assists Pastor in accomplishing the vision in tangible ways:
 - Spirituality retreats, events, programs, guest speakers, training, solitude time, meetings, conferences, teachings
 - Community (internal, external) worship services, volunteering, needs, opening opportunities of outreach, events, outreach, retreats, communications, meetings
 - Missions (*in Hawaii, international*) trips, events, services, needs, support, conferences, guest speakers etc.

